

**2013 FCC EEO Public File Report for Charter Communications
12393 - CM Saginaw Cnty MI**

This Report Covers September 1, 2012 through August 31, 2013

Total Number of Full-Time Vacancies Filled During This Period: 6
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 93

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

State MI
FCC Unit 12393 - CM Saginaw Cnty MI

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1302740	Ad Account Executive I	Midland Daily News	1	0
		Internal Career Portal	1	1
		External Career Portal	1	0
		Direct Employers	0	0
		Hispanic Center of Western Michigan	0	0
		Hero2Hired	0	0
1302740 Total			3	1
1303955	Ad Account Executive I	Indeed.com	9	0
		Linkedin	1	0
		Referral	1	0
		Internal Career Portal	0	0
		External Career Portal	1	0
		Direct Employers	0	0
		Hero2Hired	0	0
		Referral - Scott Callahan	1	1
1303955 Total			13	1
1203304	Producer/Director	Charter.net	1	0
		Indeed.com	4	1
		NACElink	1	0
		Linked IN Creative Cow Users Group	1	0
		Internal Career Portal	2	0
		External Career Portal	3	0
		Direct Employers	0	0
		Referral - Julie Malesky	1	0
		Referral - Lori Fulsher	1	0
		Referral - Shirley Brasseur	1	0
		Referral - Rory Cruser	1	0
1203304 Total			16	1

1303633	Producer/Director	Indeed.com	9	1
		Internal Career Portal	0	0
		External Career Portal	0	0
		Direct Employers	0	0
		Hispanic Center of Western Michigan	0	0
		Hero2Hired	0	0
		Referral - Kenneth Crawford	1	0
		1303633 Total		10
1303768	Producer/Videographer I	Charter.net	1	0
		Indeed.com	16	0
		Linkedin	2	0
		Referral	1	0
		Internal Career Portal	0	0
		External Career Portal	1	0
		Direct Employers	0	0
		Hispanic Center of Western Michigan	0	0
		Hero2Hired	0	0
		Referral - Kenneth Crawford	1	1
		Referral - Antonio Sanchez	1	0
		1303768 Total		23
1303288	Sales Support Coordinator	Indeed.com	15	1
		Michigan Talent Bank	1	0
		Referral	1	0
		Linked In	3	0
		Pure Michigan Talent Connection	1	0
		Internal Career Portal	3	0
		External Career Portal	3	0
		Direct Employers	0	0
		Hispanic Center of Western Michigan	0	0
		Hero2Hired	0	0
		Referral - Lori Fulsher	1	0
		Putnam County Job Fair	0	0
		1303288 Total		28
Grand Total		93	6	

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Internal Career Portal	1650 Des Peres Rd, Ste 300	Des Peres, MO, 63131	Jaime Versen	314-394-2415	NO	6
External Career Portal	1650 Des Peres Rd, Ste 300	Des Peres, MO, 63131	Jaime Versen	314-394-2415	NO	9
Direct Employers	http://www.directemployers.org/				NO	0
Hero2Hired	https://h2h.jobs/				NO	0
Hispanic Center of Western Michigan	1204 Grandville Ave SW	Grand Rapids, MI, 49503	Deisy Madrigal		NO	0
Putnam County Job Fair	1 west first st	Cookeville, TN, 38501	TN Career Center		NO	0
LinkedIn*					NO	7
Indeed.com*					NO	53
Midland Daily News*					NO	1
Charter.net*					NO	2
NACElink*					NO	1
Michigan Talent Bank*					NO	1
Pure Michigan Talent Connection*					NO	1
Referrals*					NO	12

Note: Charter works with DirectEmployers Corporation, a job sourcing organization, to broadly disseminate its job vacancy information for this unit. DirectEmployers posts Charter's job vacancy information for this unit to a variety of sources.

* The sources marked with (*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment source; and/or (2) Interviewees were unable to identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and post them independently via their own systems. Accordingly, applicants often learn about Charter's job vacancies from sources that Charter does not post with directly or track.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	CTM Training	ongoing	Civil Treatment for managers training designed to provide managers / supervisors the knowledge to better understand fair employment, rights, and responsibilities
2	Effective Hiring and Selection Training	ongoing	Training to help leaders select the most qualified candidate for each position. It covers the principles of behavior based interviewing and how to review and analyze resumes and applications in a fair and consistent manner.
3	IT Training	6/4/13-6/6/13 & 8/20/13-8/22/13	Training for Technical Services associates to increase their job knowledge
4	Lynda.com Training	ongoing	online courses for creative services staff to increase their knowledge and skills
5	PSS Training	5/21-5/23/2013 – Traverse City, MI & 7/23-7/25 - Portland, OR & 8/13-8/15/13 - Helena, MT	Sales Training designed to increase sales executives knowledge of tactics